

DD/A Registry
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29 August 1977

MEMORANDUM FOR: Acting Deputy Director for Administration

FROM: John F. Blake  
Acting Deputy Director of  
Central Intelligence

SUBJECT: CIARDS Discontinued Service Option

REFERENCE: Memo dtd 15 Aug 77 to DCI fr [REDACTED]  
same subj

STATINTL

Mike:

1. Would you please involve the Directors of Communications and Personnel, and perhaps the OGC, in preparing a reply from me to the Director on the attached memorandum.

2. I think this matter should be faced head on. The following points should be developed:

a. As it pertains to paragraph 3, the author is in error on two points. [REDACTED] makes recommendations but not decisions on the matter of his Office participating in the discontinued service option. The ultimate recommendation is made by the Deputy Director concerned and approval is given by the Director of Personnel.

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b. The author is in error when he says "For years [REDACTED] has denied OC participation." This is factually untrue and state the last date when OC did participate in the option.

c. The understrength posture of OC has only been met by very extensive use of overtime which is a very expensive way of doing business.

3. Please ensure the necessary legal ingredients are included in your memorandum. What is involved here is not a right of an employee but a privilege--if the facts justify it and the law allows it.

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Executive Registry

77-8880

15 August 1977

DDA-774828

MEMORANDUM FOR: The Director of Central Intelligence  
SUBJECT : (A/IUO) CIARDS Discontinued Service Option  
REFERENCE : Memorandum dated 5 January 1977 (Attached)

1. (A/IUO) In your memorandums of 18 April, 3 May and 13 June 1977 you invited and encouraged employees to direct to your attention written and private communications for the improvement in organization, techniques, and procedures within the Central Intelligence Agency. This memorandum is being submitted within those constraints.

2. (A/IUO) As a participant of CIARDS and meeting all necessary criteria, I would like to take advantage of the 25 year discontinued service retirement option for CIARDS currently in effect throughout the Agency through 30 September 1977.

3. (A/IUO) However, I have been denied participation in the discontinued service option by the Director of Communications. [REDACTED] has stated in person that he will not allow OC personnel to participate in that option on the premise that OC is operating "under strength". For years [REDACTED] has denied OC participation in the option on this basis. If this "operating under strength" situation is real and has continued in effect that long, then the established T/O figure for the Office of Communications would seem unreal. STATINTL

4. (A/IUO) A similar request was submitted by the undersigned in January 1977 and directed to the Office of Inspector General (reference attached). A memorandum was originated by the OIG to the Office of General Counsel indicating that possibly a type of discrimination was being practiced by the Director of Communications. In the interest of fairness, OGC was requested to respond to the OIG allegation by 24 January 1977. STATINTL

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SUBJECT: (A/IUO) CIARDS Discontinued Service Option

5. (A/IUO) Several interviews were conducted in January and February 1977 between myself and OIG/OGC representatives. On one occasion I was advised that my chance of winning such a case was extremely "thin" because, as it was tactfully put, rather than embarrass the Director of Communications by forcing him to alter his decision, my case would in all probability not be settled much before the expiration date for the involuntary separation on 28 February. (In this manner there would be no time for appeal).

6. (A/IUO) As predicted, on the morning of 28 February 1977 I was advised by [REDACTED] Office of General STATINTL Counsel, that I had lost my case and I could take no further action on the matter. (The request in paragraph 6 of the reference was never addressed by either the OIG or OGC).

7. (A/IUO) Once again I challenge the authority of the Director of Communications to deny me participation in a system to which I belong and which is available to other CIARDS personnel including those in the directorate to which I am assigned. I do not believe I should be discriminated against and denied this privilege simply because I have carried the "OC" careerist caveat for the past 22 years.

8. (A/IUO) In a memorandum for the DCI dated 2 June 1977 from the Chairman of the Admin Management Advisory Group, recommendations to you stated in part: "...seek approval for continued use of the 25 year discontinued service retirement option. This would be especially attractive to those employees enrolled in the CIA retirement and disability system." I believe the recommendation was presented to you for all CIARDS personnel.

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9. (A/IUO) I respectfully request a solution to the above as soon as practical.

Attachment: a/s



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5 January 1977

MEMORANDUM FOR: Office of Inspector General

SUBJECT : Request to Participate in Provisions of  
Involuntary Retirement

25X1A

25X1A 1. Pursuant to a conversation between [REDACTED] and myself in [REDACTED] office on 29 December 1977, the following memorandum formalizes the subject in question.

2. I respectfully request that the Office of Inspector General take the necessary action which would allow me to participate in the involuntary retirement provisions of CIARDS currently in effect in the Agency through 28 February 1977.

3. Normally, I would be allowed to participate in the provisions of involuntary retirement since I meet CIARDS criteria. However, I am a DDA/OC careerist and the Director of Communications has refused to allow OC personnel to participate on the basis that OC is currently operating under strength.

4. However, since the Directorate (DDA) has authorized DDA personnel to participate in the provisions of the system, I challenge the DCO's decision which denies me the opportunity to participate since I am a member of the DDA.

5. A further point: I have been assigned to the DDS&T Staff since 1971, entering on duty with the Office of Special Activities where I remained until that office was disbanded in 1974. At that time I was transferred to the Office of ELINT where I remained until October 1975 at which time I was assigned to the Office of Development and Engineering where I am currently located.

6. Should the request for involuntary retirement be denied based on the circumstances outlined in paras 3 and 4 above, I request to be involuntarily retired as a DDS&T Staff member based on my longevity with the DDS&T.

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